



STATE OF NEW JERSEY
DEPARTMENT OF EDUCATION

A Memo from the New Jersey Department of Education

Date: August 23, 2019
 To: Chief School Administrators, Charter School and Renaissance School Project Leads
 Route To: Assistant Superintendents, Chief Academic Officers, District Principals, Assistant/Vice Principals, Teaching Staff Members
 From: Linda P. Eno, Ed.D., Assistant Commissioner
 Division of Academics and Performance

**Notification of Educator Evaluation Rubric Weights for 2019-20
 and Back-To-School Reminders**

The New Jersey Department of Education (NJDOE) is committed to the continuous improvement of a fair and equitable evaluation system for all New Jersey educators. With this in mind, **evaluation weights will remain unchanged for the 2019-20 school year.**

The chart below lists the evaluation component weights. This notice is in accordance with *N.J.A.C.* 6A:10-4.1(d) and 5.1(d), which requires the NJDOE to post the component weights by August 31 prior to the school year in which the evaluation rubric applies.

Type of Educator	Evaluation Component Weights
mSGP Teacher	<ul style="list-style-type: none"> • Teacher Practice: 70% • SGO: 25% • mSGP: 5%
Non-mSGP Teacher	<ul style="list-style-type: none"> • Teacher Practice: 85% • SGO: 15%
mSGP Principal/Assistant Principal (AP)/ Vice Principal (VP)	<ul style="list-style-type: none"> • Principal Practice: 70% • Administrator Goals: 10% • SGO Average: 10% • mSGP Average: 10%
Non-mSGP Principal/AP/VP	<ul style="list-style-type: none"> • Principal Practice: 80% • Administrator Goals: 10% • SGO Average: 10%

Additionally, in preparation for the upcoming school year, please consult the following resources designed to help educators understand the requirements of AchieveNJ, the state’s [educator evaluation system](#), and ensure quality and professional growth within the system.

AchieveNJ Teacher and Leader Resources

- 1) [Teacher Evaluation Resources](#)
- 2) [Leader Evaluation Resources](#)

District and School Leader Evaluation

Now in its second year, the New Jersey Principal Evaluation for Professional Learning (NJPEPL) Instrument and Process is available for district use. The [NJPEPL webpage](#) has information on the instrument, process and training materials.

Key Dates

Please remember these key upcoming dates:

- 1) All teachers, principals, APs/VPs and Other Certificated Staff who are to be evaluated and receive summative scores must be notified of policies and procedures related to the evaluation rubrics by October 1.
- 2) [Student Growth Objectives](#), [Administrator Goals](#), [Professional Development Plans \(PDPs\)](#) and [Corrective Action Plans \(CAPs\)](#) must be in place by **October 31st** or
 - a. **PDPs for staff hired during the school year:** Within 30 instructional days of arrival in the district
 - b. **CAPs for staff who receive a summative score after the start of the school year:** Within 25 working days of receiving a partially effective or ineffective summative rating

Contact Information

As always, please contact us at edueval@doe.nj.gov for continued support throughout the school year.

- c: Members, State Board of Education
Lamont O. Repollet, Ed.D., Commissioner
NJDOE Staff
Statewide Parent Advocacy Network
Garden State Coalition of Schools
NJ LEE Group